



www.dol.gov/whd/homecare

1-866-4US-WAGE (487-9243)

**Contact the Wage and Hour Division of the
U.S. Department of Labor for more information.**

WE COUNT ON HOME CARE

Minimum wage and overtime pay
protections for direct care workers







U. S. Department of Labor

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Protections for Direct Care Workers

Effective January 1, 2015, direct care workers (a category that includes home health aides, personal care aides, etc.) who work in private homes may be entitled to receive at least the federal minimum wage and overtime pay if ANY of the following is true:

-  You are employed by an agency; or
-  You perform medically related services; or
-  You spend more than 20% of your time assisting with activities like dressing, grooming, feeding, driving, toileting, light housework; or
-  You perform work for people in the household other than the person you assist.